

Barrow Borough Local Plan Examination

Hearing Statement Matter 3:

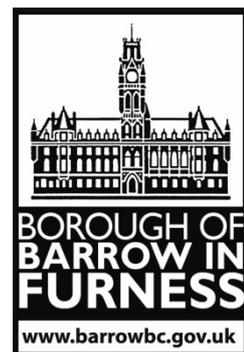
Overall Development Needs

3a Housing Needs

3b Employment Needs

Barrow Borough Council

May 2018



Inspectors MIQ's:

Matter 3-Overall Development Needs

(Covers Policies H1, H2, H7, H9, H10, EC1 and EC2)

Issue 3a: Housing Needs

Questions:

1. Has the BBLP has been positively prepared and is it justified, effective and consistent with national policy in relation to its proposal to provide for a minimum of 2261 additional dwellings between 2016/17 and 2030/31? In particular:
 - a. Do the 2016 SHMA Update (August 2016) and the SHMA Addendum 2017 (March 2017) provide a robust evidence base for OAN in the authority and is the methodology appropriate?
 - b. Are the demographic assumptions robust and justified? What assumptions in terms of population change, migration, household size, household formation rates and vacant/second homes rates, have been made and are these justified?
 - c. What is the evidence in terms of market signals? Is there any case to increase the housing need figure based on market signals?
 - d. Are the economic assumptions and employment forecasts robust and justified in relation to the range of job growth forecasts available? Do they provide a reliable basis for determining the economic-based housing need for Barrow?
 - e. The Housing Need and Supply Topic Paper sets out a revised OAN of 119 dwellings per annum? Is this figure appropriate and justified having regard to the latest evidence?
 - f. In determining its OAN the Council has adopted an employment-led zero change scenario. How is this justified having regard to the OBR assumptions on economic activity rates which underpinned the employment-led baseline forecast and which, after an initial increase predict a decline post 2020?
 - g. Is the OAN figure which the Topic Paper arrives at for the economic-led scenario appropriate? What would alternative assumptions for demographic change suggest and is there a justification to use these?
 - h. How does the figure of 119 net additional dwellings per year compare with the past trend of completions/net additional dwellings? Is it appropriate to make such a comparison? If so, is the figure of 119 dpa realistic when compared with past delivery trends?

- i. Is there a realistic capacity/demand within the housing market for this level of net additional dwellings?
 - j. What is the situation regarding the past stock of planning permissions compared with needs? Has there been any constraints on supply which has affected delivery?
 - k. The Council has higher than average vacancy rates (twice the regional average and three times the national average). Should there be an empty homes strategy and an allowance for bringing vacant homes back into use?
 - l. It is unlikely that the identified affordable housing need would not be met over the plan period. Is this justified?
2. Is the 20% buffer justified? Is it appropriate and realistic to add the shortfall to the five year requirement having regard to past delivery rates and the strategic nature of some of the allocations?
 3. Should the amount of housing proposed for Barrow (2,261 dwellings) be increased or decreased? If so to what level and on what basis? Should Policy H1 state that 2261 dwellings is a minimum?
 4. Is the distribution of housing in policy H2 appropriate and justified having regard to the hierarchy of existing settlements? Has consideration been given to the cumulative effects of development and the ability of the existing infrastructure to cope with additional housing?
 5. Is policy H9 justified and effective? Should a target minimum density be included?
 6. Monitoring: Is policy H10 effective? It confirms that housing delivery will be monitored and *'if the number of houses built is not meeting the targets set, interventions will be sought'*. Should the policy include a trigger or minimum delivery targets which would indicate when interventions would be made? Should the nature and timescale of any intervention be specified?
 7. Is policy H7 (windfall sites) effective? Criterion (a) refers to sites within or adjoining an existing urban area. Where is this defined?
 8. Affordable Housing. Is the requirement for 10% of dwellings on sites or 10 units or over to be affordable justified having regard to the level of need? Should housing requirements be increased to reduce the gap between affordable housing need and provision?

Issue 3b: Employment Land

Questions:

1. Has the BBLP been positively prepared and is it justified, effective and consistent with national policy in relation to its proposal to provide a minimum of 19.4 hectares of employment land between 2016 and 2031? In particular:
 - a. What methodology was employed in the Employment Land Review and is this appropriate and justified?
 - b. What is the basis for the 19.4 ha of employment land planned for in table 5? Is it justified in the light of historic employment land take-up, jobs growth forecasts for the plan period and other additional factors?
 - c. How have job growth estimates been converted to floorspace and land requirements? What assumptions have been made in terms of employment sectors and jobs densities etc and are these justified?
 - d. How does the planned level of provision compare with past and recent take up rates for employment land in the borough of Borough?
 - e. Why was option 4: Job-Growth forecast (policy on) in the Employment Land Review chosen ahead of other options? Is the Local Enterprise Zone likely to prove effective in attracting firms to the area?
 - f. How does employment land provision relate to the jobs growth estimates used to inform the overall level of housing provision proposed in the plan? What is the relationship between housing and employment land provision?
 - In particular: What would 19.4 ha provide for in terms of jobs growth and how does this compare with the jobs growth estimated from the housing requirement of 119 dwellings per annum?
 - Are the approaches to employment land and housing requirements consistent? Specifically does the housing scenario (employment led zero change) correspond to the employment land scenario in option 4: Job-Growth forecast, policy-on?
 - g. Should the requirement be set out within the text of policy EC2? How does the minimum requirement of 19.4 hectares relate to the allocations set out in policy EC2 totalling some 41.5 hectares? Is the level of allocations justified and effective?
2. In overall terms is the proposed employment land requirement of 19.4 hectares and the allocations of 41.5ha appropriate and justified?

Council Responses:

Issue 3a Housing Needs

Question 1 Response:

1.1. Following the publication of the Local Plan Pre-Submission Draft (EL2 001), the Council reviewed the evidence supporting it and found the 2016 and 2017 SHMA documents (EL1 011 & EL1 012) to be out of date in relation to the overall OAN. The reasons for this are set out in paragraph 7.1.10 of the Local Plan Submission Draft (EL1 001).

1.2. In light of this, the Council commissioned Edge Analytics to produce the Updating the Demographic Evidence document (EL1 010) which identified a range of potential OAN figures between -75 dwellings per year and 119 dwellings per year. The Council reviewed the assumptions underpinning each of the figures in the range and concluded that the highest figure was the most appropriate assessment of OAN in the Borough.

1.3. The Council produced the Housing Need and Supply Topic Paper (EL1 013) in 2017 stating its reasons for taking the 119 figure forward into the Local Plan Submission Draft as its housing requirement. The methodology used for calculating OAN and the requirement follows government guidance set out in the NPPF, NPPG and PAS Guidance. See pages 12 and 13 of the Housing Need and Supply Topic Paper (EL1 013) for further information on the methodology used. This level of provision is based on the most up-to-date data available at the time and represents a boost to housing provision as required by paragraph 47 of the NPPF. It is therefore both appropriate and justified.

Demographic Assumptions

1.4. The assumptions used are set out in the Updating the Demographic Evidence (EL1 010) document (Edge Analytics, Nov 2017) and the Housing Need and Supply Topic Paper (2017) (EL1 013). The Council considers the assumptions to be robust and justified.

Market Signals

1.5. The evidence in terms of market signals is found in the Housing Need and Supply Topic Paper (2017), pages 30 to 45 (EL1 013). The document demonstrates that there is no case for increasing the housing need figure based on market signals.

Economic Assumptions

1.6. The employment forecasts were produced using the Cambridge Econometrics Model; a standard model used by many Local Authorities for calculating employment growth. The Cumbria Observatory also factored into the forecasts additional identified "local" growth with up-to-date employment projections provided by the Borough's main employers. Further information can be found in paragraphs 4.11-4.13 of the Updating the

Demographic Evidence (EL1 010) document (Edge Analytics, Nov 2017). The employment forecasts used are therefore robust and justified.

1.7. A number of alternative forecasting models were considered by the Observatory but these were ruled out for a number of reasons ranging from cost to feedback from consultants etc.

Employment-led zero change scenario

1.8. Appendix A shows past employment trends in the Borough over a long term period compared with national trends. Table 1 shows that historically the Borough experiences periods of employment growth followed by decline. This is primarily a result of Ministry of Defence contract requirements at the Borough's main employer BAE Systems.

1.9. Due to the way MoD contracts are distributed it is difficult to predict associated future long term employment needs. This is the main reason why the baseline employment projections shows short term growth (increased by current BAE employment projections) and a longer term decline (as longer term projections linked specifically to BAE Systems are not available). The employment-led baseline scenario was therefore considered to be an under-estimation of future employment and housing needs whereas the employment-led zero growth scenario, whilst assuming the number of jobs will be the same at the start of the plan period as at the end, will allow for periods of employment growth and decline. This is essentially a continuation of past employment trends in the Borough.

1.10. The Council considered breaking down the requirement into 5 year periods to take into account the periods of growth and decline, however this was not considered reasonable as it would result in an unachievable housing requirement in the early years followed by a negative housing requirement in later periods.

See also the Council's response to Matter 2, Question 3 (Projected jobs growth and delivery rates)

Alternative Scenarios

1.11. The alternative demographic-led assumptions suggest that there is a need for between -75 dwellings per year and 41 dwellings per year. None of these options would support economic growth (or even stabilisation) in the Borough as there would be insufficient working age residents to replace employees leaving work through retirement/out-migration.

1.12. Housing delivery in the Borough has exceeded 41 dwellings per annum over the majority of years since monitoring began in 2003. Therefore the use of an OAN figure derived from demographic-led scenarios would mean that the Plan is not aspirational and would therefore not meet NPPF paragraph 154 which states that "*Local Plans should be aspirational but realistic*".

The economic-led scenario is therefore the most appropriate.

Comparison with Past Delivery Trends

1.13. Making a comparison with past delivery trends can be useful providing a long timescale is used which looks at both periods of economic growth and recession, however it must be remembered that national planning policy has changed over time and may have been more restrictive in the past which will have affected the number of completions historically. For example, prior to the introduction of the NPPF development may have been refused purely on the grounds of it being on a greenfield site where an adequate housing supply could be demonstrated. Developers have also stated previously (e.g. when responding to requests for delivery timescales) that delivery has been affected by the economy.

1.14. The most up-to-date data in relation to past delivery trends is shown in Table 3 of the Housing Land Statement 2018 (EL4 008). On average 113 net dwellings are completed each year (excluding demolitions), however the figure has exceeded 119 on a number of occasions previously. The 119 figure is therefore realistic, particularly when the amount of available (and variety) of sites identified in the emerging Local plan is considered.

Capacity/Demand

1.15. Whilst the Borough's population has been falling, the demand from housing arises from people forming new households, people ageing and therefore requiring a different type of housing and people moving into the area for employment.

1.16. A lack of developer capacity and a shortage in skilled trades may be an issue (although the Council has received no evidence of this). The number of developers interested and/or operating in the Borough is however increasing and the Council will continue to work with developers at pre-application stage to identify and address such constraints. The Council will also continue to promote the Borough to developers who are not currently operating in the Borough through events and groups such as the county-wide Cumbria Housing Supply Group.

Vacancy Rates

1.17. See response to Matter 6, Q5.

Affordable Housing

1.18. Paragraph 4.31 of the 2017 SHMA Addendum (EL1 012) concludes that "no further adjustment is necessary to take account of additional affordable housing delivery."

1.19. It would be extremely difficult to meet the affordable housing need identified in the SHMA in full over the plan period. This is because, once the plan is adopted, the majority of delivery will occur as a proportion of open-market schemes and is therefore dependent upon market housing being developed. This issue is discussed in caselaw (EL15 005, EL15 006).

1.20. The housing requirement for 119 dwellings per annum already represents a significant adjustment from the “starting point” of the 2014-based Sub-national population projections (-75 dwellings) Increasing the housing requirement further to try and provide further affordable housing would be significantly in excess of the projected growth in households under any of the projections (demographic and employment led) identified in the Updating the Demographic Evidence Document (EL1 010).

Question 2 Response:

2.1. As there has been persistent under delivery of housing in the Borough, paragraph 47 of the NPPF requires the addition of a 20% buffer. Whilst a 20% buffer is appropriate at present, this may change over time. The Council therefore requests a main modification to Policy H1 replacing “...along with a 20% buffer...” with “...along with a 20% or 5% buffer...”

Question 3 Response:

3.1. The 2,261 figure in Policy H1 is a typographical error brought forward from an earlier draft of the Plan. The Council requests a main modification replacing “2261” with “1785” (119x15 years) ensuring the policy aligns with para 7.1.14 of the Plan and the evidence documents. The Council considers 1785 dwellings over the plan period is an appropriate housing requirement which does not need increasing or decreasing.

3.2. Paragraph 7.1.15 of the Local Plan (EL1 001) states that the requirement is not a minimum figure and policy H1 states that “...at least...net additional dwellings.” This additional text was added to the Publication Draft of the Local Plan (and following Drafts) as requested by the Home Builders Federation during the consultation period on the Preferred Options Draft. The Council would agree however to a main modification to Policy H1 which states that the requirement is a minimum if the Inspector feels it necessary.

Question 4 Response:

4.1. Yes, development is focussed on the most sustainable towns and villages having regard to the Settlement Hierarchy identified in the Settlement Profiles Document (EL4 005). The cumulative impact of development has been considered through the Sustainability Appraisal (EL1 006, EL1007), Habitats Regulations Assessment (EL1 008, EL1 009) and in terms of infrastructure, the Infrastructure Delivery Plan (EL5 001).

4.2. The Council has engaged with Cumbria Council, United Utilities, Lead Local Flood Authority and Highways England as set out in the Duty to Cooperate Statement (EL3 001) to assess whether sites can be accommodated by existing infrastructure or where improvements are required. Further information can be found in the Proposed Site Assessments Document (EL4 002) and the Infrastructure Delivery Plan (EL5 001). Options for improving infrastructure to support additional development identified in the Plan are identified in the Transport Improvements Study (EL5 003), jointly commissioned by the

Council and Cumbria County Council and will be delivered through the planning application process.

Question 5 Response:

5.1. The reasons for not including a minimum density policy are discussed in paragraph 7.8.3 of the Local Plan (EL1 001). At present, the NPPF allows Councils to decide their own approach with regards to density. The new draft NPPF however may set a national minimum density policy therefore a target minimum density is not considered necessary.

Question 6 Response:

6.1. The policy is considered to be effective and aligns with the NPPF and proposals relating to the Housing Delivery Test in the draft NPPF. The Council considered identifying targets, triggers and interventions in light of representations made to previous drafts of the Plan however did not feel this necessary given the fact that the current NPPF contains a number of interventions linked to under-delivery e.g. requirement for a 20% or 5% buffer for persistent under delivery and engagement of the tilted balance where Council's cannot demonstrate a 5 year supply.

Question 7 Response:

7.1. The aim of this policy is to direct development to the most sustainable and accessible parts of the Borough, prevent urban sprawl and protect the intrinsic value of the countryside taking into account guidance in the NPPF (paragraph 55 in particular). The term "urban area" is not currently defined in the plan and identifying the urban area on the Proposals Map would in effect be creating a Green Belt around Barrow and Dalton which the Council wanted to avoid.

7.2. Having reviewed the wording of the policy, the Council consider that the use of the word "urban area" within the policy is inappropriate and is overly restrictive, affecting the effectiveness of the policy. The Council requests a main modification replacing the term "urban area" with "built up area" to allow development on suitable sites adjoining suburban areas etc. The term "built up area" is used in saved Local Plan Policy B3 (Matter 3, Appendix B) which serves a similar purpose. Whilst it requires an element of judgement, Policy B3 has been supported on appeal (EL15 004). The policy would be effective following such an amendment.

Question 8 Response:

8.1. The requirement for 10% affordable dwellings is informed by the Local Plan Viability Assessment (EL6 001). A requirement for a higher percentage of affordable homes on sites is likely to have significant effects on site viability, particularly in lower value areas. It may also dissuade developers from considering developing sites within the Borough.

8.2. Increasing the overall housing requirement is unlikely to reduce the gap between affordable housing need and provision as a requirement over 119 dwellings per year is

unlikely to be deliverable, taking past trends identified in the Housing Land Statement 2018 (EL4 008) into account.

8.3. Conversely the representation from Holker Group has asked for the Policy to be deleted, however the Council feels that the Policy should be retained as it will result in an increase in the number of affordable homes in the Borough whilst being flexible enough to not impact upon scheme viability.

Issue 3b Employment Land

Question 1 Response:

Methodology

9.1. The methodology is set out in Chapter 6 of the Employment Land Review (EL1 014). The Cumbria Local Economy Forecasting Model (LEFM) is used as the starting point in calculating the requirement. The baseline assumptions in this model have been adjusted by the Cumbria Intelligence Observatory to take account of workforce data received from BAE Systems. In brief, job forecast data from the Cumbria LEFM has been converted to floorspace, which was subsequently converted to a land area. The LEFM shows a decline in jobs over the plan period. However, there is an initial rise in jobs to 2020. Therefore, using the 2020 forecast figure, a land requirement of 7.4 ha is generated for the plan period. See paragraphs 6.5 to 6.20 of the Employment Land Review for further details.

9.2. The jobs-growth forecast was favoured because it uses economic forecasting data, as recommended in the NPPG. Whilst the labour supply forecast also uses economic forecasting data, this methodology results in a decrease in the total additional workforce in the Borough. The jobs-growth forecast is also favoured because it assuming that jobs will be filled, therefore promoting growth. The labour supply forecast is limited because it relies on the availability of the workforce, and does not take account of schemes such as the significant investment in training facilities, the development of a Central Barrow Masterplan and the creation of a Local Enterprise Zone, all of which support growth. See chapter 6 of the Employment Land Review (EL1 014) for further information.

9.3. 12 ha was added to this requirement to take account of the Local Enterprise Zone as an additional component of growth. This gives a total land requirement of 19.4 ha. See paragraphs 6.37 to 6.43 of the Employment Land Review (EL1 014) for further details.

Converting job growth estimates to floorspace and land requirements

9.4. In terms of identifying use classes for each of the employment sectors used in the Cumbria LEFM, it should be noted that proposals may take the form of mixed use development, incorporating aspects of industrial, storage and office space within a development. For the purpose of the Employment Land Review, the employment sectors

have been broadly aligned with the use classes as a way of understanding overall demand, taking account of the following assumptions for each of the sectors:

- Construction – Much of this currently takes the form of open air storage, which falls within class B8.
- Distribution – This clearly falls within class B8.
- Electricity, gas and water – Development related to utilities generally falls within class B2, e.g. Water treatment works, uses at the gas terminals.
- Financial and business services – These are generally based in office accommodation, falling within class B1.
- Government services – These services are generally based in office accommodation e.g. the local authority, falling within class B1.
- Information and Communications – ICT manufacturing would fall under use class B2.
- Mining and quarrying – Very little development takes place under this sector. Quarry related development generally falls within use class B2 or sui generis.
- Manufacturing – development related to manufacturing generally falls under class B2.
- Other services – It is assumed this would generally be office-based, therefore use class B1.
- Transport and storage – This type of development generally falls within use class B8.

9.5. The Employment Density Matrix in the HCA's Employment Density Guide has been used to set employment densities. The densities are taken from the 2010 version. It is noted that the guidance was updated in 2015, which makes some minor changes to the matrix. Despite of these changes, the densities set out in the Employment Land Review (EL1 014) are still considered to be justified, as set out below:

- B1a – The matrix now sets out densities for several sub-sectors, ranging from 8 sq m to 13 sq m. Public Sector and Professional Services sub-sectors are set at a density of 12 sq m per employee. This is considered to be most relevant to the Borough, taking account of the sectors in the Cumbria LEFM.
- B2 – The density for this use class continues to be set at 36 sq m in the matrix. This is used in the Employment Land Review.
- B8 – Densities are now set out for National, Regional and Final Mile Distribution Centres. In this context, Barrow would be classed as a "final mile" distribution centre. The density set for this sub-sector is 70 sq m. This is used in the Employment Land Review.

Historic Trends

9.6. The local economy has a history of experiencing a series of “boom and bust” trends over the long term. These have followed cycles of major shipbuilding and submarine activity. In recent years, the Employment Land Review (EL1 014) shows relatively high completion rates during 2015/16 and 2016/17. This is mainly due to major development at the shipyard in connection with the delivery of the Dreadnought Nuclear Submarine Programme. This scale of development by BAE Systems will not be continuing throughout the plan period and no further development on this scale is currently planned. Therefore, we cannot expect this rate of development to continue over the plan period. The remaining major development to be completed by BAE Systems is the extension to Devonshire Dock Hall and the new Paint Facility. The latter is on the site of former industrial buildings, therefore the net gain for this development will be minimal.

9.7. Although the property sector recognises the very significant investments being made in the Barrow economy, the public sector has led the role in meeting employment demand over the last 25 years. Provision of new space has generally occurred in advance of anticipated demand, and take-up occurs quickly. This helps to understand why the requirement figure is relatively low.

Employment Land and Housing Requirement

9.8. The Cumbria LEFM data forecasts economic decline over the plan period. The housing requirement methodology therefore assumes ‘zero change’ in employment over the plan period. The methodology uses economic activity rates to demonstrate that job positions will become vacant, therefore new employees will be required. Using the economic activity rate forecasts, which show a decline, new employees would need to move in to fill the vacated jobs. This is where a housing requirement is generated.

9.9. An employment land requirement based on ‘zero change’ in employment will result in a requirement of 0 ha of employment land. The workers required to make up the deficit in employees due to the forecast decline in economic activity rates will help to drive up the housing requirement, but it will not drive a need for additional employment land. Subsequently, the methodology for calculating an employment land requirement focuses on the period of forecast economic growth, which peaks in 2020, as land will be required to meet this growth.

9.10. It is not known how many jobs will be generated at the Local Enterprise Zone (LEZ). Therefore, increasing the housing requirement based on an increase of jobs at the LEZ would not be justified.

Level of Allocations

9.11. The level of proposed allocations provides a flexibility and choice of land, which will help to facilitate development in an area remote from other major engines of growth. Site EMR3 provides a key regeneration opportunity in Barrow and will be the focus for business development in the Borough over the plan period. Sites EMR5, 6 and 7 are considered to be important for any potential future expansion of existing businesses adjacent to the sites:

- Site EMR5 – The site forms a logical extension of Sowerby Woods Business Park, which is now fully developed. There is interest from an existing business in expanding eastwards onto the site.
- Site EMR6 – Part of this site is owned by Gyrodata and is being marketed. The part of the site to the rear of the McBride’s factory is owned by McBride’s and is considered to be important for any potential future expansion of the McBride complex.
- Site EMR7 – This site could potentially be of interest to Kimberley Clark for improved access and future needs.

9.12. Site EMR8 forms a logical extension to the County Park Industrial Estate adjoining the east of the site. The remaining sites are small in scale. EMR1 and EMR15 are remaining sites at Furness Business Park, EMR11 and EMR12 provide employment sites at Dalton at existing employment areas. EMR13 could be marketed to meet local needs on Walney Island where industrial land is of limited supply.

9.13. The text of policy EC2 could be reworded to include the minimum requirement within the policy, as suggested in (g) under Issue 3b of the MIQs.

Question 2 Response:

10.1. Yes, the employment land requirement and allocations are justified as set out in the Council’s response to Question 1 above.

Employment Trends – UK and Barrow Borough Compared (2001-2015)

Headlines

- The table and chart show employment trends (employment numbers and % growth) across the UK and in the Barrow Borough between 2001 and 2015.
- Between 2001 and 2015 the overall number of jobs in the Borough grew by 5754 (total employment plus self employment).
- During that period there were 4 years of job losses and 10 years of jobs growth.
- The most significant losses in the Borough occurred between 2009 and 2010 (-6.9%).
- The highest levels of jobs growth was experienced between 2007 and 2008 (7.7%).
- Employment levels in the Borough have been more erratic than at the national level where the number of jobs continued to grow annually with the exception of during the 2008 and 2011 recession.
- The recession resulted in significant job losses in the UK between 2008 and 2010 but seemed to affect the Borough slightly later resulting in losses of employment between 2010 and 2012. The scale of jobs losses in the Borough was more significant than in the UK as a whole (9.2% loss in Barrow compared to a 2.4% loss in the UK).
- The greatest growth across the UK was between 2013 and 2014 (3.7%). The Borough experienced a higher level of jobs growth over that period of 4.4%
- The following table shows that employment trends in the Borough do not always reflect the national trend e.g. the Borough experienced 3 periods of jobs loss when there was growth on a national scale (2005, 2007 and 2011).
- This pattern of boom followed by bust was also experienced in the Borough during the 1980s and 1990s.

Table 1: Total Employment, UK and Barrow Borough 2001-2015

Year	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	Overall Growth	Ave
Barrow-in-Furness																	
Total Jobs Barrow	28,438	30,092	30,519	32,793	30,942	31,410	30,644	33,011	34,346	31,980	31,238	32,065	32,315	33,748	34,192	19.9%	1.4%
Growth on Previous Year		1,655	427	2,274	1,851	467	-765	2,366	1,336	2,366	-743	827	250	1,433	444		
% Growth		5.8%	1.4%	7.5%	-5.6%	1.5%	-2.4%	7.7%	4.0%	-6.9%	-2.3%	2.6%	0.8%	4.4%	1.3%		
UK																	
Total Jobs UK	29,894,000	30,185,000	30,494,000	30,814,000	31,184,999	31,590,000	31,844,000	32,116,000	31,524,000	31,329,000	31,361,000	31,882,000	32,003,000	33,192,000	33,564,000	11.7%	0.8%
Growth on Previous Year		291,000	309,000	320,000	370,999	405,001	254,000	272,000	592,000	195,000	32,000	521,000	121,000	1,189,000	372,000		
% Growth		1.0%	1.0%	1.0%	1.2%	1.3%	0.8%	0.9%	-1.8%	-0.6%	0.1%	1.7%	0.4%	3.7%	1.1%		

Source: Cumbria Observatory

Figure 1: Total Employment Growth - UK and Barrow Borough Compared 2001-2015

